



City of Appleton
323 W Schlieman Ave
Appleton, MN 56208
Telephone: 320-289-1363 Fax: 320-289-1364

May 3rd, 2021

Residents and City Council,

It is with regret that I come before you to exercise my authority as Mayor pursuant to Article 31.66 C of the Appleton City Code. My office is seeking the immediate removal of Warren Rau from the Appleton Hospital Board. This is not an action that I am taking without consideration, nor is this action based on one instance of discomfort or disagreement. Instead, I am taking this action to foster the forward momentum and interests of both the City of Appleton and the Hospital.

Recently, the City Administrator's office was authorized to play a critical part in the recruitment of a new CEO. That search evolved to a recruitment process that has two component parts, the search for an interim candidate that is now complete, and the search for a permanent candidate which is ongoing. The search for the interim candidate had the office of the City Administrator working closely with the Hospital Board Chair, the HR Director, and the CFO for the Hospital. Those efforts resulted in an interview with two very qualified candidates by the Hospital Board, City Attorney, City Administrator, and 26 members of the Hospital's staff.

The Tuesday April 27th, 2021 meeting of the Hospital Board was a productive and positive meeting where all members of the Hospital's management team, as well as the City Administrator and Board were able to contribute. The meeting's progression was disrupted when Warren Rau decided to pass around a document accusing the City Administrator of taking over the recruitment process. Mr. Rau was rebuffed by members of the management team who expressed satisfaction with the process. Mr. Rau continued to press the matter calling into question whether the City Administrator possessed the same level of expertise as members of the management team. This action in and of itself creates unnecessary harm to the organizational structure between the City of Appleton and its Hospital.

The following list is a small sample of the reasons that together with recent behaviors, require that Warren Rau be removed from the Hospital Board:

- Requesting that I resign from my position on the Hospital Board without any justification.
- Obfuscating complaints submitted of a Human Resources nature exposing the City and Hospital to legal liability.
- Creating a hostile environment against the City Administrator, stating that he did not trust the City Administrator at the first Hospital Board meeting that the Administrator attended.
- Repeatedly interrupting and rejecting the City Attorney's legal advice.
- Publishing opinions on behalf of the Hospital Board that were not representative of the voted will of the Board.
- Misrepresenting the will of the Hospital Board during meetings with the City Council.

On the basis on the reasons that I have shared herein, I am moving that Warren Rau be removed from the Hospital Board effective immediately. It is my position that Warren Rau is only interested in remaining on the Hospital Board to sow discord and create unnecessary disruption.

Respectfully Submitted,



Dan L. Tose

Dan L. Tose, Appleton Mayor
